

# First Aid Policy



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Next review date.	August 2022	
Approved by: Director	Sally Alden	
Approved by: Director	Andrew McGovern	

Community Ed C.I.C. is an alternative provision that works with schools to provide person centred learning to young people that struggle in conventional education settings. Community Eds care will follow health and safety and First Aid procedures in-line with government policy and the independent school standards, giving the highest level of care to all Community Eds students.

## 1. Aims

The aims of our first aid policy are to:

- Ensure the health and safety of all staff, students and visitors.
- Ensure that staff and governors are aware of their responsibilities with regards to health and safety.
- Provide a framework for responding to an incident and recording and reporting the outcomes.

## 2. Legislation and guidance

This policy is based on the advice from the Department for Education on [first aid in schools](#) and [health and safety in schools](#), and the following legislation:

- [The Health and Safety \(First Aid\) Regulations 1981](#), which state that employers must provide adequate and appropriate equipment and facilities to enable first aid to be administered to employees, and qualified first aid personnel.
- [The Management of Health and Safety at Work Regulations 1992](#), which require employers to make an assessment of the risks to the health and safety of their employees.
- [The Management of Health and Safety at Work Regulations 1999](#), which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training.
- [The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations \(RIDDOR\) 2013](#), which state that some accidents must be

reported to the Health and Safety Executive (HSE) and set out the timeframe for this and how long records of such accidents must be kept.

- [Social Security \(Claims and Payments\) Regulations 1979](#), which set out rules on the retention of accident records.
- [The School Premises \(England\) Regulations 2012](#), which require that suitable space is provided to cater for the medical and therapy needs of students.

## 3. Roles and responsibilities

### 3.1 Appointed Person(s) and First Aiders

Community Ed has a three trained first aiders, one of which specialises in paediatrics. They are responsible for:

- Taking charge when someone is injured or becomes ill;
- Ensuring there is an adequate supply of medical materials in first aid kits, and replenishing the contents of these kits; and
- Ensuring that an ambulance or other professional medical help is summoned when appropriate.

First aiders are trained and qualified to carry out the role (see section 7) and are responsible for:

- Acting as first responders to any incidents - they will assess the situation where there is an injured or ill person and provide immediate and appropriate treatment.
- Sending students home to recover where necessary.
- Filling in an accident report on the same day, or as soon as is reasonably practicable after an incident.
- Keeping their contact details up to date.

Community Eds first aiders are listed in appendix 1. Their names will also be displayed prominently around the provision.

### 3.2 The Local Authority and Governing Board

Norfolk and Suffolk County Councils have ultimate responsibility for health and safety matters for their young people in the school, but delegates responsibility for the strategic management of such matters to the school's governing board. Community Ed as an AP has delegated responsibility for any student in their care.

The governing board delegates, operational matters and day-to-day tasks to Community Ed Operational Director and staff members.

### **3.3 The Operational Director**

Is responsible for the implementation of this policy, including:

- Ensuring that an appropriate number of trained first aid personnel are present across the provision at all times.
- Ensuring that first aiders have a relevant qualification, keep training up to date and remain competent to perform their role.
- Ensuring all staff are aware of first aid procedures.
- Ensuring appropriate risk assessments are completed, and appropriate measures are put in place.
- Undertaking, or ensuring that managers undertake, risk assessments as appropriate, and that appropriate measures are put in place.
- Ensuring that adequate space is available for catering to the medical needs of students.
- Reporting specified incidents to the HSE when necessary (see section 6).

### **3.4 Staff**

Community Ed staff are responsible for:

- Ensuring they follow first aid procedures.
- Ensuring they know who the first aiders are.
- Completing accident reports for all incidents they attend to where a first aider is not called.
- Informing the operational Director or their line manager of any specific health conditions or first aid needs.

## **4. First aid procedures**

### **4.1 On site Procedures**

In the event of an accident resulting in injury:

- The closest member of staff present will assess the seriousness of the injury and seek the assistance of a qualified first aider, if appropriate, who will provide the required first aid treatment.
- In all cases, parents are informed at the earliest opportunity through emergency contact details.
- The first aider, if called, will assess the injury and decide if further assistance is needed from a colleague or the emergency services. They will remain on scene until help arrives.
- The first aider will also decide whether the injured person should be moved or placed in a recovery position.

- If the first aider judges that a student is too unwell to remain at Community Ed, when parents are contacted, they will be asked to collect their child. Upon their arrival, the first aider will recommend next steps to the parents.
- If emergency services are called, the Operational Director, or if not available the administrator, will contact parents immediately.
- The student's school will be informed at the same time.
- The relevant member of staff will complete an accident report form on the same day or as soon as is reasonably practical after an incident resulting in an injury.

## **4.2 Off-site procedures**

When taking students off the premises, staff will ensure they always have the following:

- A mobile phone
- A portable first aid kit
- Information about the specific medical needs of students
- Access to parents' contact details

Risk assessments will be completed by the lead member of staff prior to any educational visit that necessitates taking students off community Eds premises.

There will always be at least one first aider with a current paediatric first aid certificate on educational trips and visits.

# **5. First aid equipment**

A typical first aid kit will include the following:

- A leaflet with general first aid advice
- Regular and large bandages
- Eye pad bandages
- Triangular bandages
- Adhesive tape
- Safety pins
- Disposable gloves
- Antiseptic wipes
- Plasters of assorted sizes
- Scissors
- Cold compresses
- Burns dressings

No medication is kept in first aid kits.

First aid kits are stored in:

- The Main Office

- The kitchen
- The vehicles

## 6. Record-keeping and reporting

### 6.1 First aid and accident record book

- A minor accident form is completed if the injury needs only minor first aid- a wipe, cold compress, plaster or ice pack for a short time. This is followed by a note sent home to inform parents.
- An AIRS 1 accident form (Accident/Near Miss/Violence at Work Reporting Form (1.05)) will be completed by the relevant member of staff on the same day or as soon as possible after a major incident resulting in an injury.
- As much detail as possible should be supplied when reporting an accident.
- A copy of the accident report form will also be added to the student educational record by the administrative team.
- Records held in the first aid and accident book will be retained by Community Ed for a minimum of 3 years (or longer dependant on Ofsted and Insurance requirements) in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979, an AIRS 1 form will be kept until the child is 21 years old.

### 6.2 Reporting to the HSE

The Operational Director will keep a record of any accident, which results in a reportable injury, disease, or dangerous occurrence as defined in the RIDDOR 2013 legislation (regulations 4, 5, 6 and 7).

The Operational Director will report these to the Health and Safety Executive as soon as is reasonably practicable and in any event within ten days of the incident.

Reportable injuries, diseases or dangerous occurrences include:

- Death
- Specified injuries, which are:
  - Fractures, other than to fingers, thumbs and toes
  - Amputations
  - Any injury likely to lead to permanent loss of sight or reduction in sight
  - Any crush injury to the head or torso causing damage to the brain or internal organs
  - Serious burns (including scalding)
  - Any scalping requiring hospital treatment
  - Any loss of consciousness caused by head injury or asphyxia

- Any other injury arising from working in an enclosed space which leads to hypothermia or heat-induced illness, or requires resuscitation or admittance to hospital for more than 24 hours
- Injuries where an employee is away from work or unable to perform their normal work duties for more than seven consecutive days (not including the day of the incident)
- Where an accident leads to someone being taken to hospital
- Near-miss events that do not result in an injury but could have done.

Examples of near-miss events relevant to schools/APs include, but are not limited to:

- The collapse or failure of load-bearing parts of lifts and lifting equipment;
- The accidental release of a biological agent likely to cause severe human illness;
- The accidental release or escape of any substance that may cause a serious injury or damage to health; and
- An electrical short circuit or overload causing a fire or explosion.

Information on how to make a RIDDOR report is available here:

[How to make a RIDDOR report, HSE](#)

### **6.3 Notifying parents**

The Operational Director or teaching assistant will inform parents of any accident or injury sustained by a student, and any first aid treatment given on the same day, or as soon as reasonably practicable. The students' school will be informed the same day.

### **6.4 Reporting to Ofsted and child protection agencies**

The Operational Director will notify Ofsted of any serious accident, illness, injury to or death of a student while in the schools and Community Eds care. This will happen as soon as is reasonably practicable, and no later than 14 days after the incident.

The Operational Director will also notify local authority child protection agencies CADS (MASH team) of any serious accident or injury to or the death of a student while in the school's/Community Eds care.

## **7. Training**

All staff will undertake basic first aid training as part of their induction.

All designated first aiders must have completed a 3-day training course and must hold a valid certificate of competence to show this. Community Ed will

keep a register of all trained first aiders, what training they have received and when this is valid until.

Staff will renew their first aid training when it is no longer valid.

At all times, at least two staff members will have a current first aid certificate, and this is updated at least every three years.

All staff are risk assessment trained.

## **8. Monitoring arrangements**

This policy will be reviewed every two years by the Operational Director in conjunction with the Health & Safety Governor.

At every review, the policy will be approved by the full governing board.

## **9. Links with other policies**

This first aid policy is linked to the

- Health and Safety Policy
- Risk Assessment Policy
- Policy on Supporting Students with Medical Conditions

## **Appendix 1**

All staff have basic First Aid Training allowing them to support the designated First Aiders.

The following Community Eds designated First Aiders are trained and qualified to carry out the role:

- Sally Alden
- Andrew McGovern
- Emma Doonan